Resources Package

for staff representative bodies of the European Commission

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CSAIO 18 – Lyon, 12-13 October 2017

Context & Content

The European Commission employs 32 500 staff in ~180 EU and non-EU locations

- Legal framework for staff representation activities and resources

- Social dialogue structure and partners

- Tangible and intangible resources
Staff composition and distribution

Legal Framework (1)
Staff representation

1) European Charter of Fundamental Rights (Art. 27 and 28)
   - Workers' right to information and consultation within the undertaking
   - Right of collective bargaining and action

2) Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union
   - Art. 9 : Joint Committees and (3) Role of Staff Committee
   - Art. 10b : Trade Unions, Staff associations and Staff Committees
   - Art. 10c : Agreements with representatives trade unions and staff associations
   - Art. 24b : Right of association and membership to Trade Unions for officials
Staff Representation - Structure

Statutory

- Staff Committee(s)
  - 1 Central (EC-wide)
  - 8 Local (main sites)

- Represent staff: Implementation of existing rules

Associative

- OSPs
  - Organisations syndicales et professionnelles
  - 6 representative OSPs

- Represent staff: Negotiation of new rules or amendments to Staff Regulations

Social dialogue - Structure & partners

DG HR - European Civil Service Law & Social Dialogue Unit

- Organisations Syndicales et Professionnelles (OSPs)
- Staff Committee(s)
Legal Framework (2) – SR Resources

Agreement on **relations between the European Commission and the Trade Unions and Staff Associations ("Framework Agreement")**
- Concertations, **exercise of trade union rights, work stoppages, etc.**

Agreement between the European Commission and the representative trade union or professional organisations on the **resources allocated to those organisations of 10 June 2011**
- Human and other resources for OSPs

Commission decision on the human and financial **resources allocated to the Staff Committee of the European Commission of 27.5.2011**
- Human and financial resources for SC

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**Memorandum of understanding**

Protocole d'accord entre les Organisations syndicales ou professionnelles (OSP) et la DG HR concernant l'allocation des ressources allouées à la représentation du personnel – **Exercice 2017**
- Distributes resources for staff representation bodies (statutory and associative) based on OSPs representativeness at central level
Human Resources

SC
- Exemptions: 29
- Secretarial staff (permanent): 12

OSPs
- Exemptions: 12
- Secretarial staff (contract agents GFII): 9

Financial Resources

SC
- Mission budget: 330,000 €
- Further training: 2,500 € + Conferences: 5,000 €

OSPs
- Mission budget: 70,000 €
- Further training: 2,500 €
Exercise of trade union rights

Trade union premises within EC buildings
Office and computer equipment
Meetings within EC buildings
Sending e-mails to staff via FMBs on corporate e-mail system
Distribution of trade union documents by central mail department
Administration facilities translation, print, etc (paying)
Access to premises for OSP staff under private-law contracts

Further intangible resources

Permission for absence from duties for specific and well-defined trade union activities
Leave for trade union activities
Training leave for trade union purposes
Recognition of work done in the interest of the Institution
References

1) European Charter of Fundamental Rights (Art. 27 and 28)

2) Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union (Art. 9(3), 10b, 10c, 24b)